

Sustainability: Directing Your Legacy

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Sandra Williamson

National Center on Safe Supportive Learning Environments



Safe Supportive Learning
Engagement | Safety | Environment

What we'll cover



- **Defining sustainability**
- **Understanding the known critical aspects of sustainability on which to focus**
- **Determining the most successful programs and interventions**
- **Identifying gaps in programs or supports**
- **Setting the stage for developing your sustainability action plans**

Sustainability: What is it?



A working definition -- The process of building and ensuring adaptive strategies, programs, and organizations that all have the capacity to transform school climate.

Sustainability is:

- Grounded in what you're already doing.
- Being receptive and adaptable to change, not maintaining the status quo.
- An ongoing process, not a one-time event.
- Intentional, requiring action planning that rolls out over time.
- Fully integrated into everyday operations.
- Beneficial to stakeholders.

Why it's worth the effort



- **Helps you achieve your desired impact**
- **Makes best use of all your resources**
- **Honors everyone's commitment to the work**
- **Keeps your work relevant**
- **Revitalizes, maintains, broadens your work**
- **Celebrates successes!**

What does sustainability look like?



- Being intentional about examining what it takes to sustain your work +
- Developing a sustainability action plan +
- Grounding efforts in what you've already done +
- Building necessary capacities +
- Strengthening program characteristics +
- Strengthening organizational structures +
- Routinizing certain practices =

Increased chances of sustainability success.

What are you trying to sustain?



- **What's working.**
- **Specific characteristics of programs that contribute to sustainability.**
- **The functions and responsibilities of your organizations (i.e., the infrastructure).**
- **Certain capacities and practices needed to institutionalize sustainability actions.**

Goal 1: Strengthen program characteristics



Common characteristics of any program that should be the focus on sustainability action planning:

- **Ensuring that the program aligns with participant needs.**
- **Ensuring that the program is compatible with implementing organizations.**
- **Achieving stated goals and outcomes.**
- **Building and maintaining relationships among key stakeholders.**
- **Ensuring stakeholder ownership.**

Goal 2: Strengthen infrastructure



The key areas recommended for intentional sustainability planning include:

- **Administrative structures and formal linkages**
- **Champion and leadership roles**
- **Resource development (i.e., funding and beyond funding)**
- **Administrative policies and procedures**
- **Community and practitioner expertise**

Goal 3: Routinize key initiative practices



- **Integrate key activities associated with implementing and evaluating your initiative into job descriptions, requirements, and staff assessments.**
- **Retain key staff and leaders responsible for key tasks of the initiative.**
- **Incorporate staff training, technical assistance, and continuing education needs into ongoing operations.**
- **Make the skills needed to implement and evaluate the initiative part of the school district's standards.**
- **Integrate the initiative into manuals, procedures, and regulations of the school district.**



- **Integrate implementation monitoring processes into the initiative's on-going evaluation activities.**
- **Establish and maintain on-going outcome evaluation activities.**
- **Routinely communicate evaluation data to a variety of audiences (school staff, community leaders, parents, students, etc.) in order to garner community support.**
- **Ensure the support of the initiative through continuous soft or hard money or put a plan into place to provide funding support.**
- **Ensure the initiative survives annual budget and grant cycles.**

What have you already done that counts?



Much of your previous work meeting benchmarks lays the foundation for your sustainability planning, including:

- **Forming teams, and then developing vision, goals, and plans**
- **Assessing readiness, needs, resources and organizational capacity**
- **Developing shared understanding among planners and stakeholders**
- **Developing the infrastructure to support your initiative**
- **Developing dissemination and communication activities**
- **Developing resource plans**
- **Thinking about sustainability from the beginning**



Your team will intentionally work towards sustainability by:

- 1. Assessing where you are**
- 2. Developing a sustainability action plan**
- 3. Implementing the plan**
- 4. Evaluating the plan's effectiveness**
- 5. Reassessing/improving the plan**

Purpose of planning process



- **To determine what programs/activities are in place that serve children (at the universal, selected, and targeted levels); identify their functions and how well they are working;**
- **To identify any potential gaps/determine what remains to be done;**
- **To determine how to communicate with each agency(partners) the benefits from its involvement or partnership with initiative; and**
- **To plan strategies to sustain successful programs and develop a sustainability action plan.**

Sustainability questions

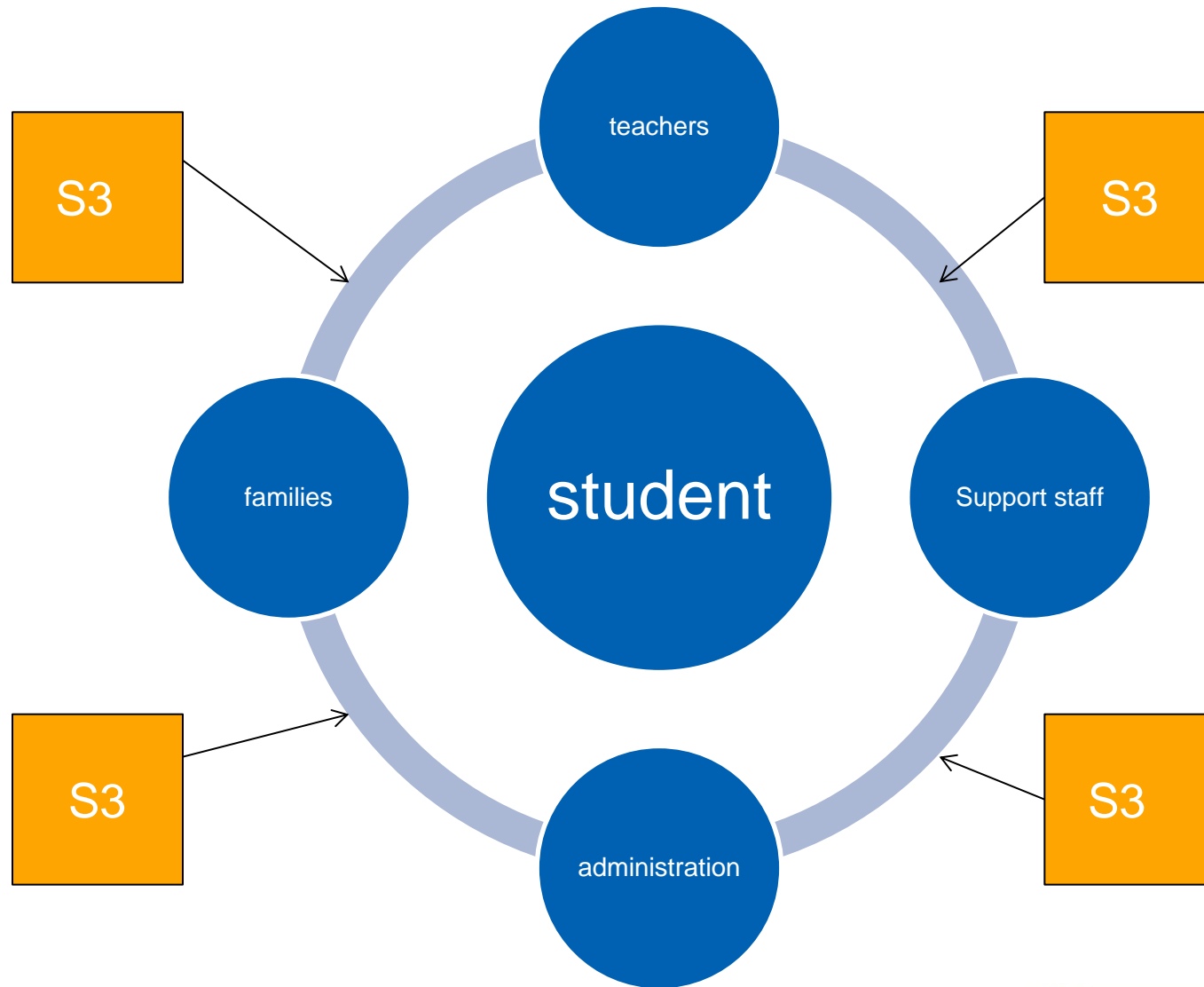


- **What have we accomplished?**
- **What data do we still need to collect?**
- **Based on what we know now, what are our priorities to sustain (including pros and cons)?**
- **What are the funding streams for each program/activity?**
- **How do those programs/activities connect to larger structure(school/district/community/state)?**



- **Sustainability Plan**
 - Determine key successful programs that already will be sustained
 - Determine key successful programs that need a strategy to sustain
 - Determine programs that you do not want to sustain
- **Develop sustainability action plan**

Sustainability Planning (12-18 months before end of funding cycle)



What happens next?



Introduce assessment activity to help everyone begin to see where they are right now.

Explain how this activity sets the stage for work that needs to get done when everyone goes home that will be foundational for fall planning work.

Talk about what work needs to be when folks go home.

Outline planning activities that will take place in the fall.